

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

LAKE COUNTY BOARD  
OF COMMISSIONERS  
Employer

and

Case 07-WH-168420

LAKE COUNTY DISPATCH  
OFFICERS ASSOCIATION  
Petitioner

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE  
UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On January 26, 2016, the Police Officers Association of Michigan (POAM), on behalf of Lake County Dispatch Officers Association (the Petitioner), filed with the Regional Director for Region 7 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207(b).

On February 4, 2016, the Regional Director served on the parties a Notice to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized collective-bargaining representative of the unit employees, the Regional Director recommended to the Board that the requested certification be issued.<sup>1</sup>

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board hereby certifies that Lake County Dispatch

---

<sup>1</sup> The record indicates that the Employer, Lake County Board of Commissioners, is a public sector employer and that the Employer and the Petitioner are parties to a collective-bargaining agreement valid by its terms from January 1, 2015 through December 31, 2017, covering the wages, hours, and other terms and conditions of employment of the unit employees.

Officers Association is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees of Lake County Board of Commissioners, in the following unit:<sup>2</sup>

All regular full-time and part-time employees of the Employer classified as 9-1-1 dispatchers, but excluding the 9-1-1 Director, the Deputy Director and all other County employees.

Dated, Washington, D.C., May 19, 2016

By direction of the Board:

Gary Shinnors

---

Executive Secretary

---

<sup>2</sup> A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).